Clallam Transit System
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FIXED ROUTE TRANSIT OPERATOR
RECRUITMENT ANNOUNCEMENT NO. FRTO-032018

Thank you for your interest in the employment opportunities with Clallam Transit System (CTS) in Port Angeles, Washington. Applications are now being accepted for the position of **FIXED ROUTE TRANSIT OPERATOR.** ***IMPORTANT NOTE:*** *This recruitment supersedes all previous recruitments. In order to be considered for this opportunity, all prior applicants (including those previously placed on a CTS hiring list) MUST (RE)APPLY under this recruitment announcement.*

POSITION OVERVIEW

Responsible for operating mass transit vehicles to transport passengers to various destinations within the CTS service area.

VACANCY LOCATION(s)

Work locations may vary between the **Port Angeles and/or Forks bases**, depending on service needs and staffing availability. Positions to be filled at both locations.

COMPENSATION/BENEFIT LEVELS

(subject to change upon ratification and Board-approval of a new labor agreement)

CTS will be hiring one or more FIXED ROUTE TRANSIT OPERATORS. Transit Operators are hired as temporary status during their training period; then upon successful completion of their training period are promoted into Extra Board status.

The following important information highlights the significant compensation, benefits and working conditions for TEMPORARY and EXTRA BOARD employment statuses.

TEMPORARY STATUS (Non-represented, No Benefits): A non-represented employment hired on a continuous basis to work 867 hours or less per calendar year. Expected to work less than 70 hours per month for at least 8 months during the 12-month period between October 1 and September 30.

Hourly Wages: Training Period: **$ 11.50** during training period. Completion of Training: **$ 19.64** (duration dependent upon successful applicants' experience and progression).

Benefits: Not eligible for benefits other than those mandated by statute.

EXTRA BOARD STATUS (Represented Benefits Eligible): Represented status in accordance with the Labor Agreement By and Between the Clallam Transit System and Amalgamated Transit Union Local 587, Terms and Conditions of Employment for Fixed Route Employees. May/not be regularly scheduled to work on a weekly basis. Hours may increase for short periods of time due to staffing shortages.

Hourly Wages: Completion of Training (80% of base wage) = **$ 19.64**. Wage increase on July 4th (85% of base wage) = **$ 20.87** and 5% step increase each July 4th thereafter until hourly rate reaches 100% of base wage = **$ 24.56**.

Benefits: CTS affords its eligible employees a very generous benefits package, including: A substantial healthcare benefits package (administered through the Public Employees Benefits Board [PEBB]) including:

- **100% employer-paid medical** premiums for employee, with coverage available for qualifying dependents through employee-paid premiums.
- **100% employer-paid dental** premiums for employee; with coverage available for qualifying dependents through employee-paid premiums.
- **Basic life** and **long-term disability insurances** with option to purchase additional coverages.

Plus:

- Enrollment in **Public Employee Retirement System** (PERS) with employer and employee contributions.
- **CTS Supplemental Post-Employment Healthcare Benefit Program.**
- **General Leave** accruals.
- **10 paid holidays** plus **8 hours annual personal holiday** leave.
- **$200/$400 CTS Wellness Program** annual reimbursement for employee/family.
- **Reimbursement of CDL fees and renewals**.
- **Reimbursement for CDL Medical Examination up to the amount charged by CTS' designated medical examiner** (every other year).
- **$75 sunglasses** expense annual reimbursement (after one year from hire date).
- Monthly employer **VEBA contributions** if medical coverage is waived.
- Tax-free **CTS bus passes** for employee and qualifying dependents.
- Extensive **employee recognition program**.
- Optional enrollment in a **flexible savings account** (Section 125) and **dependent care assistance** with pretax earnings.
- Optional enrollment in **employer-sponsored 457 deferred compensation plan** with pretax earnings.

REQUIRED QUALIFICATIONS

- Valid Washington State Driver's License.
- Five (5) consecutive years of licensed driving experience.
- Possess and maintain a driving record that is acceptable to CTS.
- Basic computer skills.
- Good oral and written communication skills.
- Work effectively with other employees and the general public.
- Obtain and maintain a Commercial Driver's License with passenger endorsement and air-brake restrictions removed.
- Maintain good grooming standards.
- Report to work on time as scheduled.
- Work a variable shift according to work assignments (including evenings and Saturdays).
- Wear company-provided uniform while on duty.

DESIRED QUALIFICATIONS

- High school diploma or recognized equivalency.
- Experience mass transit vehicles.

PHYSICAL DEMANDS

- Able to obtain and maintain a Department of Transportation Medical Card.
- Vision correctable to 20/20.
- Physically capable of operating fixed route vehicles, ranging from 25 to 40 feet in length.

- Assist elderly passengers and persons with disabilities with loading/unloading, and securement of wheelchairs within established safety procedures.
- Physically evacuate passengers in any emergency situations.
- Approximately 80% of working hours sitting and operating a transit bus over specified routes and schedules.
- Approximately 20% of working hours is divided between walking and/or standing during vehicle preparation and scheduled layovers.
- Must be able to conduct pre/post operations checks of bus suing a metal pipe that includes crouching to check under bus and lifting engine compartment (25 pounds).
- Frequent pushing/pulling (20 pounds) to turn steering wheel as Transit Operators drive both power and non-power steering buses.
- Infrequent overhead pushing/pulling is also required to change bus destinations signs, open and close windows, adjust mirrors, or to assist passengers boarding bus.
- Must be flexible enough to kneel down or bend over to fasten wheelchair tie-downs.
- Must have ability to converse and listen at ordinary sound levels to passengers and two-way radio.

APPLICATION PROCESS

Please visit our website at **http://www.clallamtransit.com/About-Us/Employment-Opportunities** to review the complete position description and to obtain the required application documents to be completed and submitted for consideration. The required application documents include the **CTS Employment Application, resume, cover letter, and the Paratransit Driver Willingness Questionnaire.** Email your documents to **jobs@clallamtransit.com.** Please note that communications regarding your application status will be primarily through email so be sure to check your email often. Upon review of your information, you will be contacted with a status update (via email). However due to the large volume of applicants, please refrain from contacting CTS regarding your application status and understand that you will be contacted once information becomes available to share with you. Your patience is appreciated!

DEADLINE TO APPLY

This recruitment is open until further notice.

SELECTION PROCESS

Successful applicant(s) must pass and/or complete:

- CTS Employment Application
- Employment testing
- Panel interview
- Drug and alcohol screenings
- Physical examination
- Criminal background check
- Driving record check
- Employer reference checks

Candidates will be contacted primarily through email of their progress through the selection process.

Thank you again for your interest!

Clallam Transit System is an Equal Opportunity Employer.